

Inclusive and respectful community

How can we do it together?



EKVALITA

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Expert in Diversity, Equality & Inclusion





EKVALITA

Expertise on Gender, Diversity and Inclusion

Ekvalita consists of a team of experts on gender equality and diversity issues.
We deconstruct power and norms

We offer

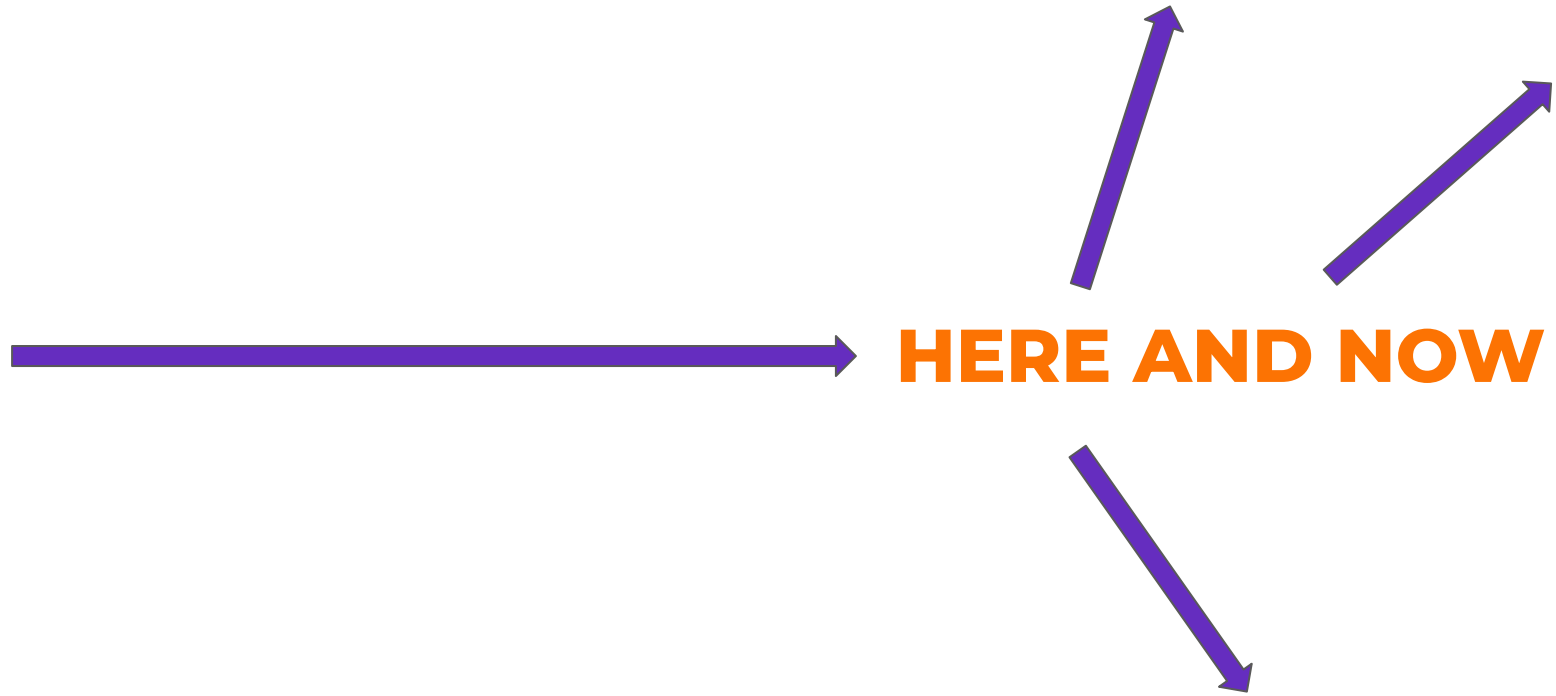
training, supervision and consulting
for enterprises, state and municipal authorities,
organizations and groups

We produce

texts, videos, web portals and handbooks

Principles for Safer Space

- Everyone has an equal chance to be heard and to participate in today's programme. We listen to each other.
- We treat each other in a friendly way and with respect. We strive to express ourselves in a constructive way.
- We take diversity into account. We understand that we may have preconceptions of other people. We recognise that our preconceptions are not the truth and try not to act on our preconceptions.
- All kinds of harassment and discrimination are forbidden.
- Contact Eerika if you experience or notice inappropriate or discriminatory behaviour. You can also give us feedback afterwards via email (info@ekvalita.fi).



FOUR STEPS FOR CHANGE



TO SEE

EQUALITY

Equality is a method which means **everyone is treated the same** regardless of gender, age, origin, nationality, language, religion, belief, opinion, political activity, trade union activity, family relationship, state of health, disability sexual orientation or other individual characteristics. Equality means there is no violation of psychological or physical integrity, discrimination, or other forms of unfair treatment in the organisation. Also no intimidating, hostile, degrading, humiliating or offensive atmosphere.

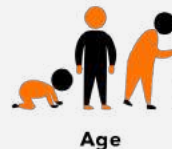
EQUITY

Equity is an objective and experience. Equity does not always mean to be treated the same, but to be **treated fairly**.

GENDER EQUALITY

Gender Equality implies that everyone in the organisation, regardless of gender, gender identity or gender expression, has the same rights, obligations and possibilities to succeed, and feels safe and valuable in the workplace / school.

The Gender Equality Act and Non-Discrimination Act in Finland



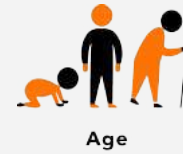
Teflon test

1. Which of the listed minorities or characteristics do you identify with?

2. How often do you find yourself in uncomfortable situations due to one of the listed identities or characteristics?



Often = 3p
Sometimes = 2p
Seldom = 1p
Never = 0p

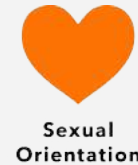


Trade union activity

Family relationships

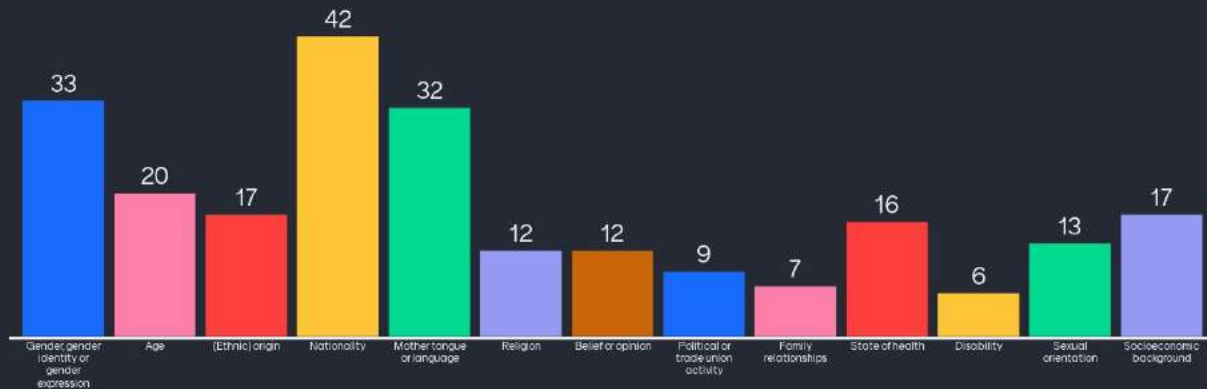
State of health

Disability

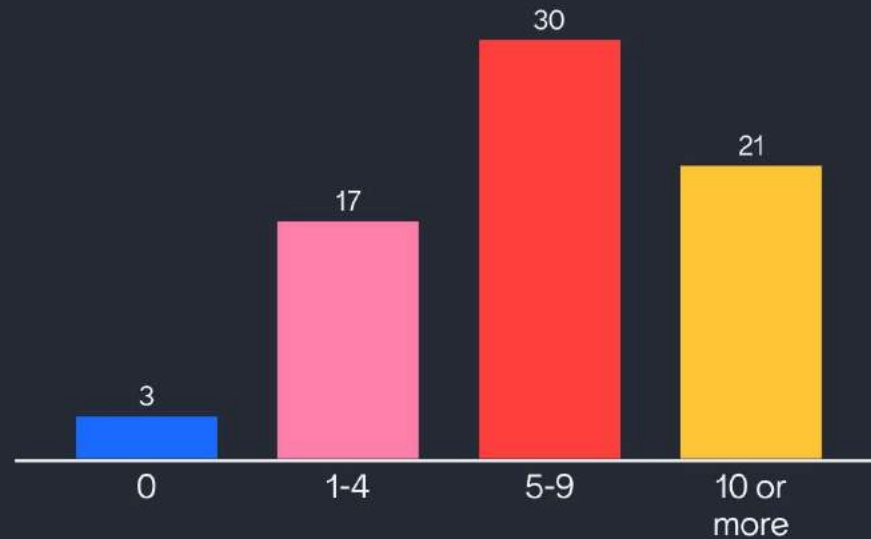


Go to www.menti.com and enter code xx

Which of the listed minorities or characteristics do you identify with?



How many points did you get?



What does the result mean?



- A low amount of points means a person is seldom or never discriminated against based on the characteristics listed. This also means that these people are **privileged** in some ways.
- A high amount of points means a person faces discrimination often or at least sometimes. This is not the person's fault; the issues are structural.
- If a person has some or a lot of privileges, it does not mean they haven't faced any hardships in their life. It just means that the hardships do not stem from e.g. their gender or nationality. On the other hand, those who are less privileged, face an extra burden due to one or more of their personal characteristics.
- For people with a lot of privileges, it can be difficult to notice instances of discrimination, restrictive norms and excluding practices in everyday life. To be able to see discrimination, people with privileges need to **actively learn** to see it.

Power & responsibility

**If you are in a position
of power,
be aware of it!**





TO UNDERSTAND

Connected to
time and
location

Norms

Unwritten
rules

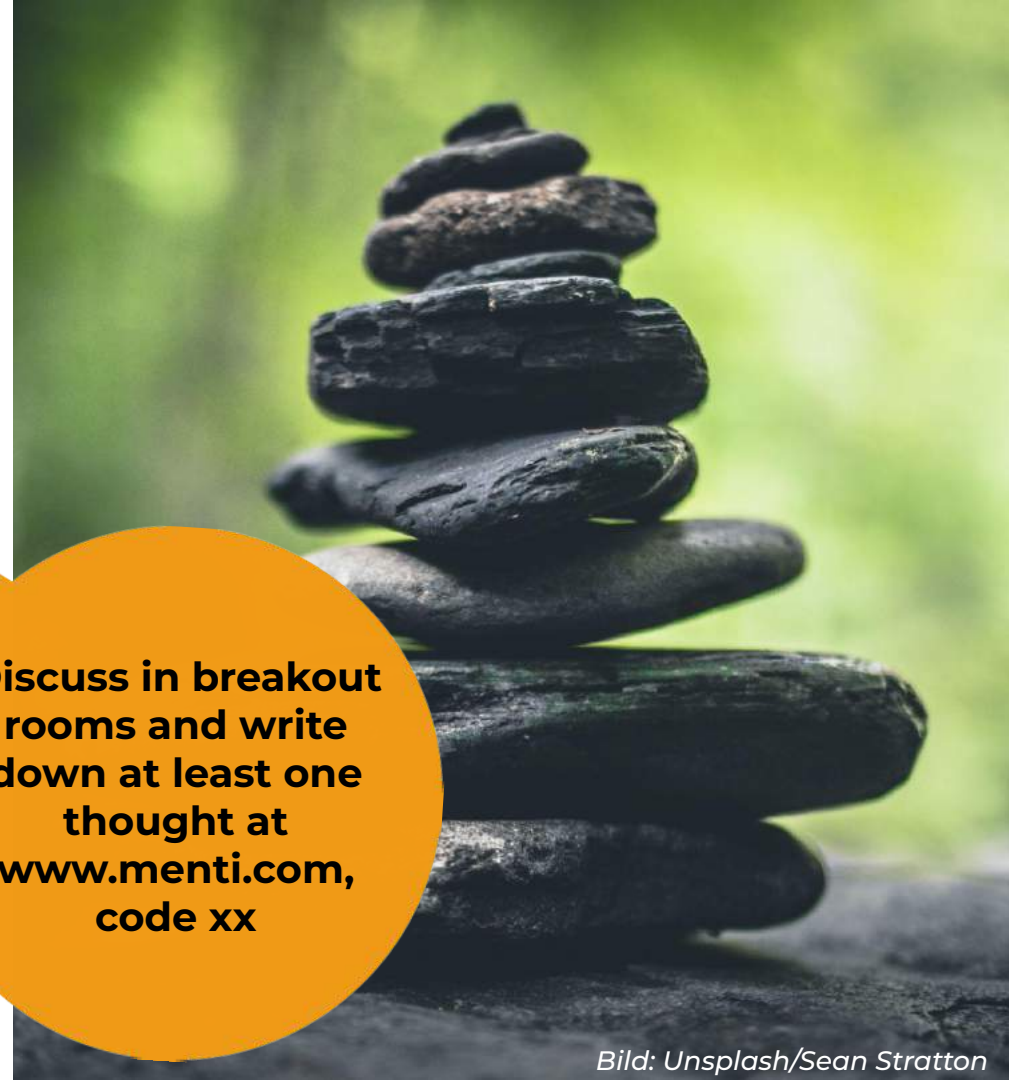
Norms are
power

Inclusive
vs.
restrictive
norms

Breaking norms
will lead to
consequences

- What kind of thoughts or preconceptions did you have about Finland when you applied to study here?
- What kind of norms are there in your field of study? For example, who is a “typical student” in your field?

Discuss in breakout rooms and write down at least one thought at www.menti.com, code xx



Norms & working life

Social sustainability → an ongoing generational shift regarding expectations of workplace culture and well-being

- More discussion around psychosocial work load
- Shift towards a more discursive leadership
- Work as a source of meaningfulness & feeling connected



Microaggressions

- **everyday subtle statements or actions that communicate stereotypical attitudes towards a group of people.** These are often connected to casual joking or being polite, but those who belong to minority groups may find them inappropriate or threatening.
- can be intentional or unintentional - people often mean well with their microaggressions.
- an example of a microaggression can also be distancing oneself from or avoiding people who belong to minorities. This way these people are disregarded or made feel invisible.

Minority stress

- **the extra burden** (on top of the “normal” burden of life) that people who belong in minorities face due to discrimination or fear of discrimination
- **long term internal and social stress** experienced by people who belong in minorities. For example, constantly being “on guard” and afraid of bullying, discrimination or rejection due to a minority status.
- can lead to **deteriorated psychological or physical health.** Symptoms can include high levels of stress, insomnia, depression and difficulty in trusting other people.

Harassment

Sexual or gender-based harassment is defined as **unwanted conduct** by which a person's psychological or physical integrity is violated, in particular by creating an intimidating, hostile, degrading, humiliating or offensive atmosphere.



Photo: Pixabay

Sexual harassment

Sexual harassment refers to verbal, non-verbal or physical **unwanted** conduct of a sexual nature.

Examples of sexual harassment include:

- Sexually suggestive gestures or expressions
- Inappropriate comments, jokes or questions referring to someone's body parts, clothing or sex life
- Pornographic material, sexually suggestive letters, emails, text messages or phone calls
- Physical touch without consent, e.g. hugging, kissing, groping
- Suggestions or demands for sexual intercourse or other kinds of sexual activity

Gender-based harassment

Gender-based harassment refers to **unwanted** conduct that is not of a sexual nature but which is related to the gender, gender identity or gender expression of a person.

Examples of gender-based harassment include:

- Degrading comments about another person's gender
- Belittling or bullying connected to gender or gender stereotypes

Consent

Consent refers to a clear, voluntary and enthusiastic **expression of willingness**. Consent is an agreement between two or more people to engage in activities such as touching, flirting or having sex. It is about **communication and respect**. The absence of an explicit “no” is not considered consent. Similarly, a person who is unconscious or asleep is never able to give consent.



Photo: Pixabay

Freely given

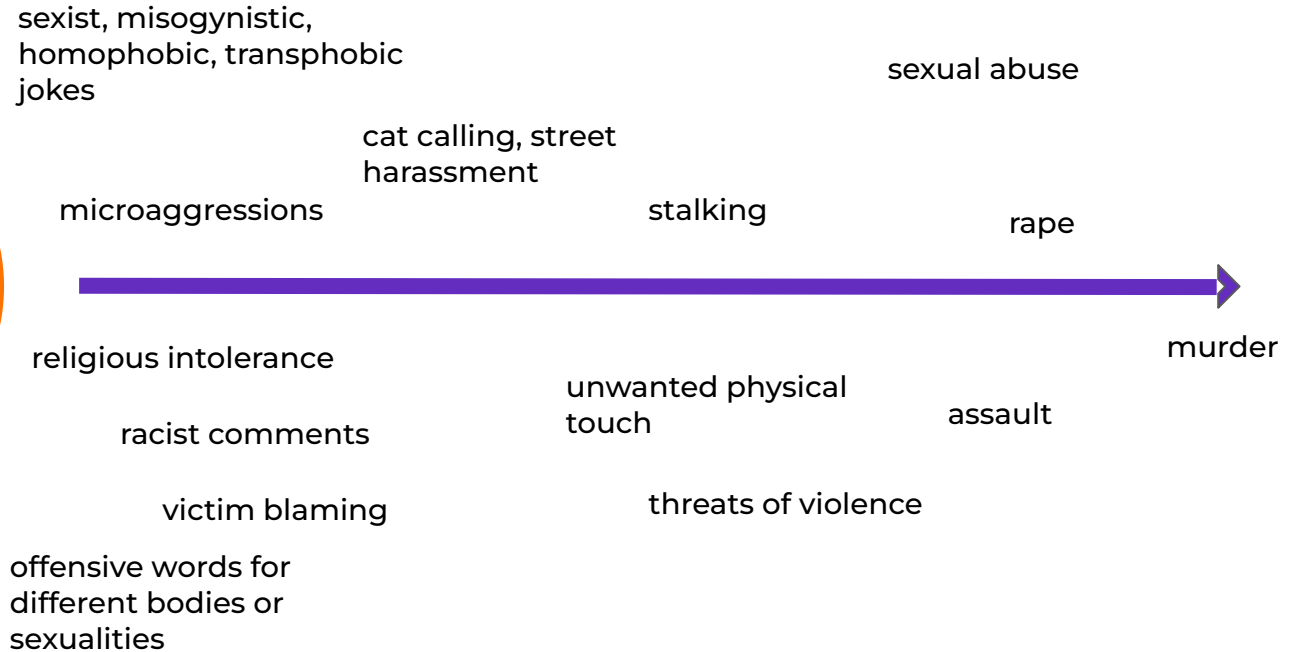
Reversible

Informed

Enthusiastic

Specific

Normalizing violence



Subjective experience

**ANYONE,
REGARDLESS
OF GENDER,
CAN
EXPERIENCE
HARASSMENT**

**IT'S NEVER
YOUR FAULT
IF YOU
EXPERIENCE
HARASSMENT**



TO BE MOTIVATED

Do we really want a change?

Is this important to us?

Is this important to you?

Do all of us really want a change?



Åbo Akademi University's Plan
for Gender Equality, Equal
Treatment and Accessibility
as an Educational Institution



2022–2024

[Åbo Akademi University's Plan
for Gender Equality, Equal
Treatment and Accessibility as
an Educational Institution](#)



OIKEUSMINISTERIÖ
JUSTITIEMINISTERIET

[Revised legislation on
sexual offences entered
into force 1 Jan 2023](#)

[Read more about the
new legislation](#)

INCLUSION

- an action or state of **including or of being made a part of** something, within a group or structure
- inclusion at workplaces and classrooms = the achievement of a work or classroom environment in which all individuals are treated **fairly and with respect**, have equal access to opportunities and resources, and can contribute fully to the organisation's/their own studies success. Individuals feel that it is safe to be their **authentic self** and be **valued**.
- *Always expect that all kinds of people, also representing different minorities, are in the room when you are talking and acting*

Goal: an inclusive environment

An inclusive ÅAU where everyone has a feeling of being **valued** and **respected**.

Safer space or brave space: A space that is safe enough for people to **be themselves without fear** of being discriminated against or harassed

- This requires a feeling of respect, fairness, confirmation and belonging
- Lectures, group work, student activities

These goals require that **all of us** take responsibility.

All of us need to be **motivated** to create a safe environment for everybody.



**It can make you
uncomfortable to break
the norms and to speak up.**

**Together we have an
easier time contributing
to change than alone.**

**You should feel the
change, otherwise it's
not happening.**



TO DO



What if...



What if...

...you might be the perpetrator?

Preventing

Read the situation.

If you tell a joke or make a compliment, pay attention to the other person's reactions.

- Did they stay silent?
- Did they laugh nervously?
- Did they look uncomfortable or anxious?

If you want to touch someone, make sure you have their consent.

What if...

...you might be the perpetrator?

If it happens nevertheless

Don't protest.

If a person feels that you have crossed the line: do not try to defend your actions or challenge the other person's views or experience.

Stop and apologise.

Remember how difficult it can be to bring up this type of issue and be respectful towards this person who has had the courage to speak to you directly.

What if...

...you are the person who has been harassed or you are a bystander?

Try this three-step method:

- Name the action (what is happening/has happened)
- Criticize the action (not the person)
- Say what you want to see happen next

These steps don't need to be done in this order, they can be used in whatever way feels right in a given situation.

SUPPORT

Contact persons for students at ÅAU in cases of harassment:

Coordinator **Jan Kraufvelin** (jan.kraufvelin@abo.fi, +358 505365886)

Coordinator **Anita Sundman** (anita.sundman@abo.fi, +358 505489505)

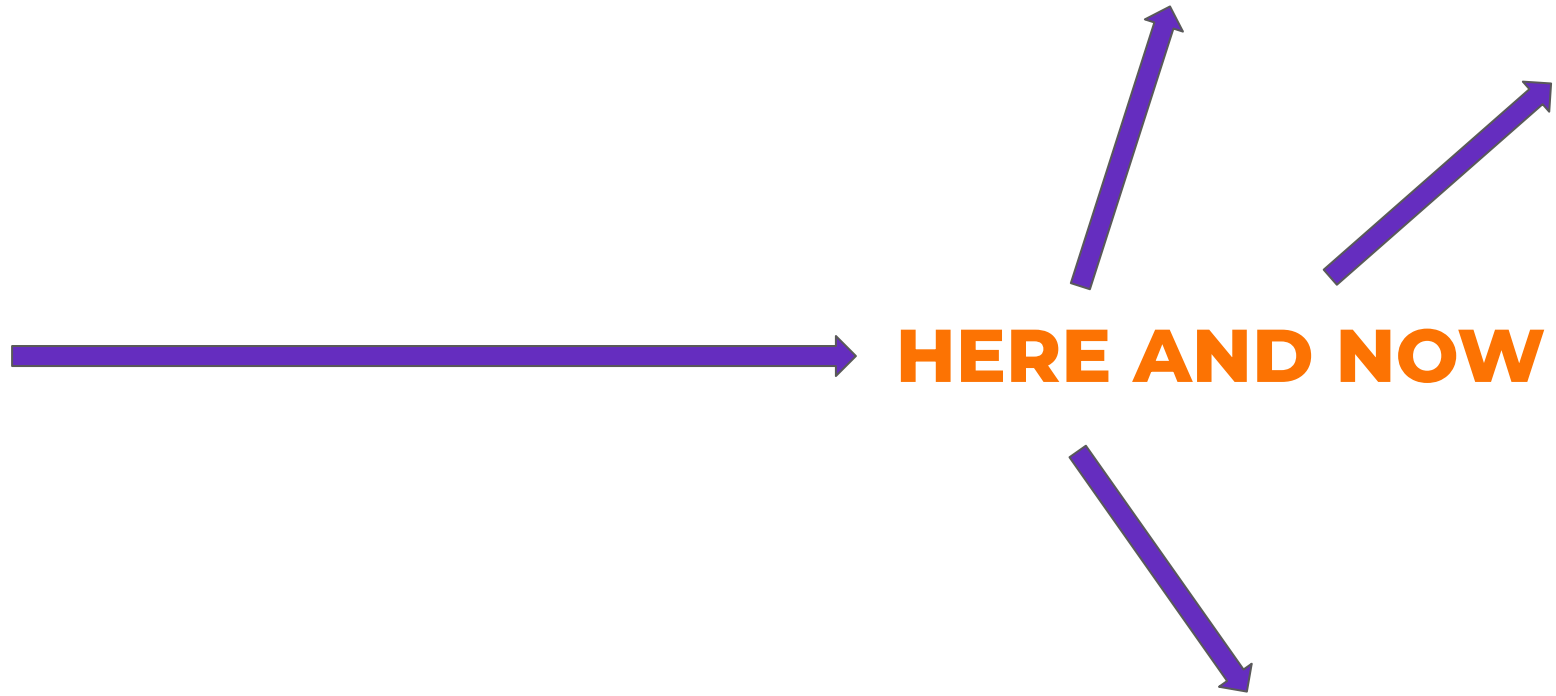
www.abo.fi/en/study/already-in/student-wellbeing/harassment/

Contact persons at Åbo Akademi Student Union in cases of harassment

Petra Lindblad and **Sandra Häggkvist**

contact via trakasseriombud@studentkaren.fi

www.studentkaren.fi/en/harassment-contact-persons/



What is my main takeaway from today?

Go to **www.menti.com** and enter the code **xx** to submit your answer.



Bild: Pixabay

What is your main takeaway from today?

33 Responses

I am not alone. I hope everyone here today are safe about harassment or something.

It was a very informative presentation that helped me understand some concepts and I'm also impressed and happy to see a university offering such information to newcomers.

Treat people equally

Respect and be kind with each other!

I won't ignore my micro aggression. It's important to take care of myself no matter how small harassment is.

we need to deal more with openly and sincerely with issues of Discrimination and inclusiveness to have a better society

That those problems are more common than I thought and also that you really have to pay attention not to contribute to them

We should use our power to lift someone.

It is really important to raise awareness

What is your main takeaway from today?

33 Responses

I've seen many things under different angle, especially about how and why people react to microaggressions . Thank you

Thank you.

I am not alone. I hope everyone here today are safe about harassment or something.

That speaking up in simple terms in a harrassment situation and also in reporting is acceptable. I think it is helpful to know this because it is scary to speak up.

I have learnt to be sensitive to the feelings of others.

Different ways of inclusion and exclusion among people.

act up if something feels off, regarding myself or others

It was important talk, thank you!

Helped me understand what microaggressions are

What is your main takeaway from today?

33 Responses

Sometimes I would hope the majority would speak up for you

It is perfect input on Inclusion. However, I share that Inclusion is subjective and always biased toward the positive rather than the negative. In other words, Inclusion is no tolerance to exclusion.

Give Respect and Take Respect. Thank you for the wonderful session

I have had few times to hear such session in my home country. And I noticed I don't need to bare uncomfortableness.

I'm from Asian country. So, I think I'm only minority, however, I learned that there are many factors in human beings and that everyone is minority. So, we should not judge people by their elements.

This session benefits all students. Very well and balanced session. thank you

What is your main takeaway from today?

33 Responses

Good that these things are spoken about.

How to deal with situations when I experience harassment and also that I am very discriminated

Very interesting session and learn lot about inclusive experience learning...Thanks a lot

Very interesting session and learn lot about inclusive experience learning...Thanks a lot

I liked the 3 steps for how to act if something not ok happens

I can do more than I'm doing now to create a change in a society

How to deal with situations when I experience harassment and also that I am very discriminated

Thank you for your lecture, I hope I'll feel more safely in Turku than in my city

Basically, respect others!

Thank you for your attention!



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